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JOB VACANCIES AND OVERTIME, AUSTRALIA, AUGUST 1989

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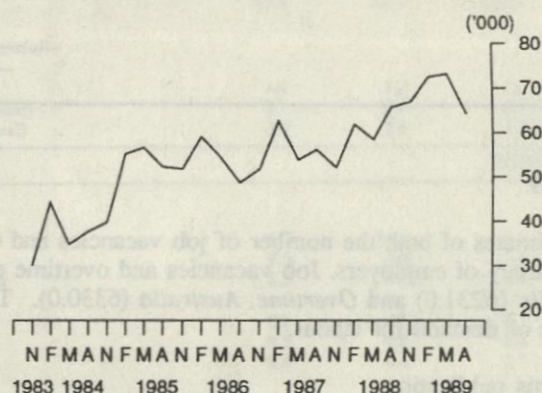
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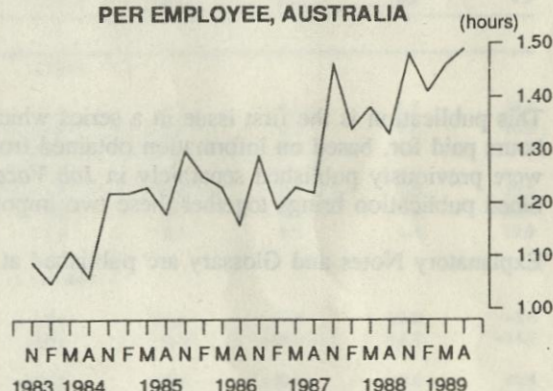
MAIN FEATURES

JOB VACANCIES, AUSTRALIA



1989 (1.22), a decrease of 11.6%. There were no significant fluctuations in the vacancy rates at the State/Territory level.

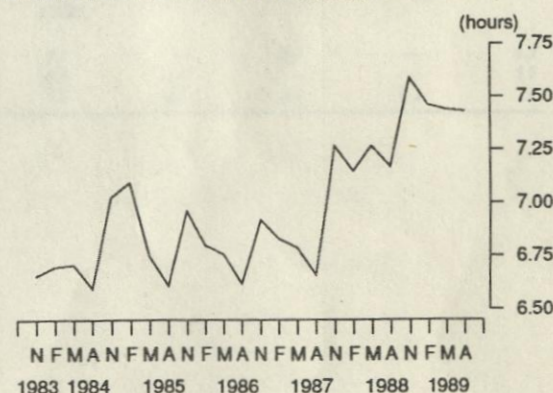
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE, AUSTRALIA



JOB VACANCIES:

- The estimated number of job vacancies at 18 August 1989 was 64,300, a significant decrease (12.1%) on the May 1989 level (73,100) and a decrease of 2.3% on August 1988 (65,800).
- The decrease in August was concentrated primarily in the New South Wales and Victorian private sectors, down 2,900 and 4,600 vacancies respectively on May 1989 levels. At the national level, August 1989 private sector vacancies (44,400) were the lowest since May 1988 (42,100).
- Public sector vacancies in August 1989 were estimated at 19,900, down 1,000 on the record May 1989 level but significantly higher (+3,000) than the August 1988 level, due largely to significant increases in Queensland (+50.9%) and Northern Territory (+54.0%) vacancies in that period.
- At the industry level, the major movements compared to May 1989 levels were in the Manufacturing industry (down 1,700) and a significant decrease in vacancies in the Other industries grouping (down 6,300 to 14,100).
- Job vacancy rates at the national level (1.08) were also significantly lower than in May

AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME, AUSTRALIA



OVERTIME:

- Nationally, August 1989 estimates of average weekly overtime hours per employee (1.48 hours) equalled the November 1988 high, and were marginally higher than May 1989 (+1.6%) and significantly higher (+10.7%)

than August 1988. Only South Australia (+13.9%), Tasmania (-23.8%) and the Australian Capital Territory (-12.1%) showed significant movements in the quarter.

- Estimates of average weekly overtime hours per employee working overtime in August 1989 showed little change on the previous quarter at the national level, although South Australia (+8.5%) and Tasmania (-20.5%) recorded statistically significant movements.
- The percentage of employees working overtime (19.88%) increased marginally over the May 1989 estimate of 19.56%, and was significantly higher than August 1988 (18.62%). At the State/Territory level, only the Australian Capital Territory showed a significant movement in the quarter, falling by 10.1% to 15.63%.

- At the industry level, a significant decrease in the average number of weekly overtime hours paid for per employee was recorded in the Basic metal products manufacturing industry (-0.26 hours) in the August 1989 quarter while the Transport equipment manufacturing industry recorded a significant increase, rising 0.62 hours to 4.05 hours. The Basic metal products and Electricity, gas and water industries recorded significant decreases in the number of average weekly overtime hours paid for per employee working overtime in August 1989. The Transport equipment manufacturing industry recorded a significant increase in the percentage of employees working overtime, rising to 43.51%.

NOTES

This publication is the first issue in a series which contains estimates of both the number of job vacancies and overtime hours paid for, based on information obtained from a sample survey of employers. Job vacancies and overtime estimates were previously published separately in *Job Vacancies, Australia* (6231.0) and *Overtime, Australia* (6330.0). The combined publication brings together these two important measures of demand for labour.

Explanatory Notes and Glossary are published at the back of this publication.

IAN CASTLES
Australian Statistician

TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES

Reference date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
PRIVATE SECTOR									
	('000)								
1988—									
20 May	15.3	15.0	4.7	*2.5	*3.6	*0.2	0.4	*0.5	42.1
19 August	22.4	14.3	5.4	2.3	3.2	0.2	*0.5	*0.6	48.9
18 November	18.3	15.0	5.7	2.6	*3.7	0.5	*0.8	*0.7	47.2
1989—									
17 February	18.4	16.6	*7.3	2.0	6.3	0.8	0.4	*1.0	53.0
19 May	16.9	19.6	7.8	3.0	3.1	0.4	0.6	0.7	52.2
18 August	14.0	15.0	7.0	3.3	3.5	*0.4	*0.5	*0.7	44.4
Change (quarterly) —	— per cent —								
1988—									
August	+46.5	-4.9	+14.6	-10.3	-9.2	-22.8	+50.8	+33.8	+16.1
November	-18.3	+4.8	+4.2	+17.1	+14.8	+201.9	+41.6	+14.9	-3.4
1989—									
February	+0.8	+11.4	+29.2	-23.4	+70.4	+67.3	-43.9	+46.6	+12.3
May	-8.5	+17.9	+7.3	+48.8	-50.4	-44.7	+41.0	-33.6	-1.5
August	-16.9	-23.7	-11.1	+10.5	+10.5	-2.5	-17.6	+4.6	-14.9
Change (annual) —									
August 1989	-37.4	+5.1	+28.3	+47.3	+7.3	+172.3	-7.7	+16.8	-9.1
Standard errors(a)—	('000)								
August 1989—									
Level	1.9	2.2	1.3	0.8	0.7	0.1	0.2	0.3	3.4
Change (quarterly)	2.7	2.4	1.9	0.9	0.9	0.2	0.2	0.4	4.3
Change (annual)	3.4	2.8	1.6	0.8	1.0	0.1	0.2	0.4	4.9
PUBLIC SECTOR									
	('000)								
1988—									
20 May	6.7	*3.6	1.9	0.6	1.3	0.5	0.3	1.5	16.3
19 August	7.5	3.8	1.8	0.5	1.1	0.5	0.3	1.5	16.9
18 November	8.5	4.6	2.4	0.6	0.8	0.5	0.4	1.6	19.4
1989—									
17 February	8.1	4.5	2.7	0.5	1.1	0.5	0.5	1.5	19.5
19 May	9.5	4.4	2.6	0.5	1.4	0.5	0.5	1.6	20.9
18 August	8.8	4.4	2.7	0.6	1.1	0.4	0.5	1.6	19.9
Change (quarterly) —	— per cent —								
1988—									
August	+12.1	+4.5	-4.6	-22.2	-12.4	+1.0	-12.8	+3.0	+3.6
November	+13.5	+20.9	+33.8	+28.7	-22.9	-6.0	+44.0	+4.1	+14.5
1989—									
February	-4.4	-1.5	+14.6	-27.1	+31.2	+6.8	+20.4	-2.6	+0.4
May	+16.7	-1.6	-5.2	+3.9	+23.4	-4.0	-12.5	+5.8	+7.3
August	-7.1	-2.1	+3.8	+20.0	-20.3	-26.2	+1.5	-3.2	-4.9
Change (annual) —									
August 1989	+17.6	+14.8	+50.9	+17.0	-0.6	-28.9	+54.0	+3.8	+17.3
Standard errors(a)—	('000)								
August 1989—									
Level	0.9	0.8	0.2	—	0.1	—	0.1	—	1.3
Change (quarterly)	0.7	0.8	0.3	0.1	0.3	—	—	—	1.2
Change (annual)	0.8	1.2	0.3	—	0.2	0.1	0.1	0.1	1.4

TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES

Reference date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
PRIVATE SECTOR									
('000)									
1988—									
20 May	15.3	15.0	4.7	*2.5	*3.6	*0.2	0.4	*0.5	42.1
19 August	22.4	14.3	5.4	2.3	3.2	0.2	*0.5	*0.6	48.9
18 November	18.3	15.0	5.7	2.6	*3.7	0.5	*0.8	*0.7	47.2
1989—									
17 February	18.4	16.6	*7.3	2.0	6.3	0.8	0.4	*1.0	53.0
19 May	16.9	19.6	7.8	3.0	3.1	0.4	0.6	0.7	52.2
18 August	14.0	15.0	7.0	3.3	3.5	*0.4	*0.5	*0.7	44.4
Change (quarterly) —									
1988—									
August	+46.5	-4.9	+14.6	-10.3	-9.2	-22.8	+50.8	+33.8	+16.1
November	-18.3	+4.8	+4.2	+17.1	+14.8	+201.9	+41.6	+14.9	-3.4
1989—									
February	+0.8	+11.4	+29.2	-23.4	+70.4	+67.3	-43.9	+46.6	+12.3
May	-8.5	+17.9	+7.3	+48.8	-50.4	-44.7	+41.0	-33.6	-1.5
August	-16.9	-23.7	-11.1	+10.5	+10.5	-2.5	-17.6	+4.6	-14.9
Change (annual) —									
August 1989	-37.4	+5.1	+28.3	+47.3	+7.3	+172.3	-7.7	+16.8	-9.1
Standard errors(a)—									
August 1989—									
Level	1.9	2.2	1.3	0.8	0.7	0.1	0.2	0.3	3.4
Change (quarterly)	2.7	2.4	1.9	0.9	0.9	0.2	0.2	0.4	4.3
Change (annual)	3.4	2.8	1.6	0.8	1.0	0.1	0.2	0.4	4.9
PUBLIC SECTOR									
('000)									
1988—									
20 May	6.7	*3.6	1.9	0.6	1.3	0.5	0.3	1.5	16.3
19 August	7.5	3.8	1.8	0.5	1.1	0.5	0.3	1.5	16.9
18 November	8.5	4.6	2.4	0.6	0.8	0.5	0.4	1.6	19.4
1989—									
17 February	8.1	4.5	2.7	0.5	1.1	0.5	0.5	1.5	19.5
19 May	9.5	4.4	2.6	0.5	1.4	0.5	0.5	1.6	20.9
18 August	8.8	4.4	2.7	0.6	1.1	0.4	0.5	1.6	19.9
Change (quarterly) —									
1988—									
August	+12.1	+4.5	-4.6	-22.2	-12.4	+1.0	-12.8	+3.0	+3.6
November	+13.5	+20.9	+33.8	+28.7	-22.9	-6.0	+44.0	+4.1	+14.5
1989—									
February	-4.4	-1.5	+14.6	-27.1	+31.2	+6.8	+20.4	-2.6	+0.4
May	+16.7	-1.6	-5.2	+3.9	+23.4	-4.0	-12.5	+5.8	+7.3
August	-7.1	-2.1	+3.8	+20.0	-20.3	-26.2	+1.5	-3.2	-4.9
Change (annual) —									
August 1989	+17.6	+14.8	+50.9	+17.0	-0.6	-28.9	+54.0	+3.8	+17.3
Standard errors(a)—									
August 1989—									
Level	0.9	0.8	0.2	—	0.1	—	0.1	—	1.3
Change (quarterly)	0.7	0.8	0.3	0.1	0.3	—	—	—	1.2
Change (annual)	0.8	1.2	0.3	—	0.2	0.1	0.1	0.1	1.4

TABLE 1. TOTAL JOB VACANCIES : PRIVATE AND PUBLIC SECTORS, STATES AND TERRITORIES —continued

Reference date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
TOTAL									
('000)									
1988—									
20 May	22.0	18.6	6.6	3.1	4.8	0.7	0.7	1.9	58.5
19 August	29.9	18.1	7.2	2.7	4.3	0.7	0.8	2.1	65.8
18 November	26.8	19.5	8.0	3.3	4.6	1.0	1.2	2.3	66.6
1989—									
17 February	26.6	21.2	10.0	2.5	7.4	1.3	1.0	2.5	72.5
19 May	26.3	24.1	10.4	3.5	4.5	0.9	1.1	2.3	73.1
18 August	22.8	19.3	9.6	3.9	4.6	0.8	1.0	2.3	64.3
Change (quarterly) —	— per cent —								
1988—									
August	+36.0	-3.1	+9.2	-12.8	-10.1	-5.8	+19.7	+10.3	+12.6
November	-10.3	+8.2	+11.4	+19.2	+5.2	+44.2	+42.6	+7.2	+1.2
1989—									
February	-0.9	+8.3	+24.9	-24.1	+63.1	+37.1	-21.0	+12.5	+8.8
May	-0.8	+13.8	+3.9	+40.5	-39.3	-29.0	+12.0	-10.0	+0.9
August	-13.4	-19.7	-7.4	+11.7	+1.1	-14.9	-9.4	-0.9	-12.1
Change (annual) —									
August 1989	-23.6	+7.1	+33.9	+41.9	+5.3	+19.5	+14.3	+7.5	-2.3
Standard errors(a)—	('000)								
August 1989—									
Level	2.1	2.3	1.3	0.8	0.7	0.1	0.2	0.3	3.6
Change (quarterly)	2.8	2.5	1.9	0.9	0.9	0.2	0.2	0.4	4.4
Change (annual)	3.5	3.0	1.6	0.8	1.0	0.1	0.2	0.4	5.1

(a) See paragraphs 6 to 11 of the Explanatory Notes.

TABLE 2. JOB VACANCY RATES, STATES AND TERRITORIES
(per cent)

Reference Date	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
1988—									
20 May	1.00	1.22	0.83	0.69	0.94	0.50	1.35	1.44	1.01
19 August	1.43	1.16	0.83	0.60	0.85	0.49	1.57	1.62	1.13
18 November	1.22	1.19	0.93	0.74	0.97	0.68	2.12	1.65	1.12
1989—									
17 February	1.21	1.34	1.20	0.52	1.52	0.91	1.74	1.94	1.23
19 May	1.18	1.51	1.19	0.74	0.91	0.65	1.89	1.72	1.22
18 August	1.05	1.22	1.07	0.81	0.90	0.56	1.83	1.81	1.08
Change (quarterly) —									
1988—									
August	+42.5	-4.8	-0.5	-13.4	-9.4	-2.2	+16.5	+12.4	+12.6
November	-14.6	+2.3	+12.3	+22.6	+13.8	+39.2	+34.9	+2.1	-1.4
1989—									
February	-0.4	+12.8	+29.0	-29.9	+57.0	+33.3	-17.7	+17.1	+9.8
May	-2.4	+12.3	-0.2	+42.4	-40.1	-28.9	+8.1	-11.1	-0.7
August	-11.3	-19.2	-9.9	+10.7	-1.0	-14.2	-2.8	+5.1	-11.6
Change (annual) —									
August 1989	-26.3	+4.8	+30.3	+35.4	+6.0	+13.2	+16.6	+11.7	-4.9
Standard errors(a) —									
August 1989—									
Level	0.10	0.14	0.15	0.16	0.13	0.08	0.30	0.24	0.06
Change (quarterly)	0.13	0.16	0.21	0.18	0.18	0.14	0.37	0.35	0.07
Change (annual)	0.16	0.19	0.19	0.17	0.19	0.10	0.43	0.29	0.09

(a) See paragraphs 6 to 11 of the Explanatory Notes.

TABLE 3. JOB VACANCIES: INDUSTRY, AUSTRALIA
(*000)

Industry	1988			1989			Standard error(a)
	20 May	19 Aug.	18 Nov.	17 Feb.	19 May	18 Aug.	
Manufacturing	16.1	13.3	15.1	14.4	15.4	13.7	1.2
Basic and fabricated metal products, other machinery and equipment, transport equipment	5.0	6.5	6.9	6.4	6.8	6.7	0.7
Other manufacturing	*11.0	6.8	8.2	7.9	8.6	6.9	1.0
Non-manufacturing—							
Electricity, gas and water	0.4	0.5	0.8	0.7	0.8	0.7	0.1
Wholesale and retail trade	8.8	13.1	15.5	16.1	13.4	13.9	2.0
Transport and storage; Communication	1.4	1.8	2.0	*2.3	3.5	*2.2	0.7
Public administration and defence(b)	4.9	4.7	4.3	4.7	5.0	5.0	0.7
Community services	12.2	14.9	13.2	17.3	14.4	14.7	1.4
Other(c)	14.8	17.5	15.8	17.0	20.4	14.1	2.1
Total all industries	58.5	65.8	66.6	72.5	73.1	64.3	3.6

(a) Relates only to latest level estimate. See paragraphs 6 to 11 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Includes Mining, Construction, Finance, property and business services and Recreation, personal and other services.

TABLE 4. OVERTIME: STATES AND TERRITORIES

Reference period— pay period ending on or before	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE									
— hours —									
1988—									
20 May	1.35	1.54	1.32	0.99	1.58	1.23	1.79	0.99	1.38
19 August	1.32	1.45	1.34	1.03	1.48	1.12	1.96	0.75	1.33
18 November	1.41	1.56	1.45	1.21	2.02	1.31	2.19	0.85	1.48
1989—									
17 February	1.39	1.52	1.35	1.14	1.64	1.33	2.00	0.79	1.41
19 May	1.36	1.57	1.53	1.12	1.70	1.40	2.02	1.23	1.46
18 August	1.42	1.60	1.47	1.28	1.70	1.07	2.01	1.08	1.48
— per cent —									
Change (quarterly) —									
1988—									
August	-2.8	-6.3	+1.6	+4.5	-6.1	-9.4	+9.6	-23.9	-3.5
November	+7.2	+7.6	+8.0	+17.3	+36.1	+17.3	+11.8	+13.5	+10.9
1989—									
February	-1.7	-2.4	-6.9	-5.5	-18.6	+1.7	-8.8	-7.4	-4.9
May	-1.5	+3.3	+13.4	-1.7	+3.8	+5.0	+1.1	+56.4	+3.4
August	+4.2	+1.8	-3.6	+13.9	—	-23.8	-0.4	-12.1	+1.6
Change (annual) —									
August 1989	+8.1	+10.4	+10.0	+24.0	+15.0	-4.6	+2.8	+44.4	+10.7
— hours —									
Standard errors(a) —									
August 1989—									
Level	0.07	0.09	0.13	0.08	0.16	0.05	0.21	0.19	0.04
Change (quarterly)	0.06	0.07	0.12	0.06	0.17	0.09	0.26	—	0.04
Change (annual)	0.08	0.09	0.13	0.09	0.21	0.07	0.41	0.18	0.05
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME									
— hours —									
1988—									
20 May	7.14	7.67	6.96	6.57	7.58	7.21	8.83	6.40	7.27
19 August	6.87	7.81	6.99	6.44	7.39	6.68	9.65	5.77	7.17
18 November	7.20	7.94	7.06	6.96	9.80	6.98	9.80	6.25	7.59
1989—									
17 February	7.28	7.92	7.06	7.08	7.76	7.14	9.56	6.28	7.46
19 May	7.04	7.91	7.34	6.83	8.07	7.64	9.52	7.10	7.44
18 August	7.10	7.81	7.57	7.41	7.73	6.08	8.29	6.94	7.43
— per cent —									
Change (quarterly) —									
1988—									
August	-3.7	+1.9	+0.4	-2.0	-2.4	-7.3	+9.3	-9.7	-1.4
November	+4.7	+1.6	+0.9	+8.1	+32.5	+4.6	+1.5	+8.2	+5.9
1989—									
February	+1.2	-0.2	—	+1.8	-20.8	+2.2	-2.4	+0.6	-1.7
May	-3.3	-0.1	+4.0	-3.6	+4.0	+7.1	-0.4	+13.0	-0.2
August	+0.8	-1.3	+3.1	+8.5	-4.2	-20.5	-12.9	-2.3	-0.1
Change (annual) —									
August 1989	+3.3	—	+8.2	+15.1	+4.6	-9.0	-14.1	+20.2	+3.7
— hours —									
Standard errors(a) —									
August 1989—									
Level	0.23	0.23	0.37	0.23	0.54	0.28	0.58	0.46	0.13
Change (quarterly)	0.22	0.22	0.37	0.21	0.53	0.34	0.78	0.47	0.13
Change (annual)	0.28	0.25	0.42	0.33	0.74	0.30	0.94	0.57	0.16

TABLE 4. OVERTIME: STATES AND TERRITORIES —continued

Reference period— pay period ending on or before	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
PERCENTAGE OF EMPLOYEES WORKING OVERTIME									
1988—									
20 May	18.97	20.13	18.95	15.02	20.82	17.10	20.23	15.43	19.01
19 August	19.14	18.50	19.17	16.02	20.03	16.72	20.29	13.01	18.62
18 November	19.59	19.60	20.51	17.38	20.57	18.76	22.35	13.64	19.51
1989—									
17 February	19.02	19.16	19.10	16.14	21.15	18.66	20.90	12.56	18.87
19 May	19.36	19.81	20.84	16.45	21.10	18.30	21.23	17.38	19.56
18 August	20.03	20.42	19.49	17.26	22.02	17.53	24.29	15.63	19.88
Change (quarterly) —									
1988—									
August	+0.9	-8.1	+1.2	+6.7	-3.8	-2.2	+0.3	-15.7	-2.1
November	+2.4	+5.9	+7.0	+8.5	+2.7	+12.2	+10.2	+4.8	+4.8
1989—									
February	-2.9	-2.2	-6.9	-7.1	+2.8	-0.5	-6.5	-7.9	-3.3
May	+1.8	+3.4	+9.1	+1.9	-0.2	-1.9	+1.6	+38.4	+3.7
August	+3.5	+3.1	-6.5	+4.9	+4.4	-4.2	+14.4	-10.1	+1.6
Change (annual) —									
August 1989	+4.6	+10.4	+1.7	+7.7	+9.9	+4.8	+19.7	+20.1	+6.8
Standard errors(a) —									
August 1989—									
Level	0.78	0.90	1.31	0.86	1.37	0.83	1.82	1.87	0.45
Change (quarterly)	0.62	0.72	1.20	0.75	1.24	0.65	1.61	0.83	0.37
Change (annual)	0.97	0.99	1.39	1.10	1.65	0.91	3.18	1.87	0.52

(a) See paragraphs 6 to 11 of the Explanatory Notes.

TABLE 5. AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE: MANUFACTURING

Reference period— pay period ending on or before	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
— hours —									
1988—									
20 May	2.45	3.13	2.71	2.39	2.29	2.62	2.53	2.74	2.69
19 August	2.72	3.29	2.60	2.15	2.71	2.46	*2.55	1.39	2.82
18 November	3.04	3.72	2.88	2.36	3.02	2.88	1.41	1.64	3.16
1989—									
17 February	2.94	3.41	2.73	2.12	3.11	2.36	3.03	1.22	2.96
19 May	3.06	3.44	3.21	2.24	3.04	2.61	2.70	1.77	3.10
18 August	3.21	3.41	2.76	2.85	2.80	2.03	3.05	2.19	3.13
Change (quarterly) —									
1988—									
August	+11.0	+5.1	-4.1	-9.8	+18.0	-6.3	+0.8	-49.4	+4.7
November	+11.8	+13.1	+10.9	+9.9	+11.6	+17.3	-44.9	+18.1	+12.0
1989—									
February	-3.1	-8.2	-5.2	-10.2	+2.8	-18.1	+115.9	-25.7	-6.1
May	+3.8	+0.7	+17.5	+5.7	-2.3	+10.7	-10.9	+45.7	+4.5
August	+4.9	-0.8	-14.1	+27.0	-7.8	-22.4	+12.6	+23.4	+1.0
Change (annual) —									
August 1989	+18.0	+3.7	+6.0	+32.4	+3.4	-17.5	+19.5	+57.8	+11.0
Standard errors(a) —									
August 1989—									
Level	0.33	0.15	0.27	0.22	0.27	0.13	0.37	0.22	0.13
Change (quarterly)	0.24	0.16	0.25	0.15	0.48	0.20	0.40	0.19	0.11
Change (annual)	0.39	0.16	0.26	0.23	0.34	0.17	1.34	0.23	0.16

(a) See paragraphs 6 to 11 of the Explanatory Notes.

TABLE 6. OVERTIME BY INDUSTRY

	Reference period — pay period ending on or before						
	1988			1989			
Industry	20 May	19 August	18 November	17 February	19 May	18 August	Standard error (a)
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE							
Mining	4.87	5.26	5.66	5.38	5.52	5.84	0.53
Manufacturing	2.69	2.82	3.16	2.96	3.10	3.13	0.13
Food, beverages and tobacco	2.85	2.85	2.84	2.61	2.73	2.82	0.23
Textiles; Clothing and footwear	1.87	2.24	2.48	*2.39	2.86	2.59	0.50
Paper, paper products, printing and publishing	*1.86	2.11	*2.06	2.00	1.90	2.00	0.48
Chemical, petroleum and coal products	2.30	2.39	2.62	3.15	3.04	2.81	0.24
Basic metal products	4.37	4.44	4.86	4.98	5.30	5.04	0.09
Fabricated metal products; other machinery and equipment	2.74	3.04	3.40	3.34	3.51	3.28	0.25
Transport equipment	3.17	2.87	3.58	3.51	3.43	4.05	0.10
Other manufacturing	2.74	2.79	3.68	2.86	3.17	3.21	0.26
Electricity, gas and water	1.76	1.80	1.98	1.91	1.94	1.90	0.03
Construction	2.21	2.28	2.27	2.52	2.47	2.99	0.34
Wholesale trade	1.34	1.05	1.14	1.05	1.26	1.23	0.12
Retail trade	0.78	0.61	0.72	0.74	0.74	0.73	0.06
Transport and storage; Communication	2.90	2.77	3.44	2.57	2.82	3.06	0.27
Public administration and defence(b)	0.84	0.74	0.88	0.85	0.79	0.82	0.08
Community services	0.39	0.37	0.36	0.34	0.41	0.40	0.02
Other(c)	0.69	0.63	0.68	0.67	0.67	0.68	0.07
All industries	1.38	1.33	1.48	1.41	1.46	1.48	0.04
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME							
Mining	11.07	11.41	12.39	11.89	11.66	11.81	1.21
Manufacturing	8.25	8.32	8.63	8.55	8.73	8.38	0.18
Food, beverages and tobacco	7.26	7.63	7.92	7.84	7.43	7.32	0.34
Textiles; Clothing and footwear	7.05	7.80	8.66	9.25	9.82	8.52	1.11
Paper, paper products, printing and publishing	7.47	7.25	7.11	6.79	7.60	7.24	0.93
Chemical, petroleum and coal products	7.84	8.50	8.64	10.14	8.36	8.13	0.43
Basic metal products	10.17	10.23	10.31	10.33	10.73	10.24	0.11
Fabricated metal products; other machinery and equipment	9.03	8.62	8.69	8.74	8.72	8.21	0.34
Transport equipment	8.88	8.54	9.13	8.93	8.77	9.31	0.16
Other manufacturing	8.17	8.49	8.98	8.35	9.34	8.82	0.43
Electricity, gas and water	7.55	7.36	7.51	7.80	7.76	7.57	0.06
Construction	8.36	8.06	7.77	8.69	8.80	9.01	0.80
Wholesale trade	6.92	6.54	6.47	6.34	6.54	6.28	0.42
Retail trade	4.35	4.12	4.39	4.57	4.51	4.59	0.19
Transport and storage; Communication	9.30	8.78	10.34	8.63	8.53	8.72	0.43
Public administration and defence(b)	5.73	5.55	6.10	5.89	5.86	5.72	0.37
Community services	5.84	5.89	6.22	5.95	6.26	6.20	0.22
Other(c)	5.70	5.05	5.58	5.70	5.36	5.80	0.33
All industries	7.27	7.17	7.59	7.46	7.44	7.43	0.13
PERCENTAGE OF EMPLOYEES WORKING OVERTIME							
Mining	44.01	46.09	45.65	45.26	47.33	49.42	3.16
Manufacturing	32.62	33.88	36.59	34.67	35.50	37.32	1.16
Food, beverages and tobacco	39.21	37.34	35.80	33.35	36.73	38.48	2.43
Textiles; Clothing and footwear	26.57	28.77	28.63	25.80	29.12	30.41	3.73
Paper, paper products, printing and publishing	24.91	29.12	28.93	29.48	25.05	27.63	3.29
Chemical, petroleum and coal products	29.31	28.17	30.30	31.04	36.36	34.59	1.82
Basic metal products	43.03	43.44	47.07	48.18	49.38	49.20	0.75
Fabricated metal products; other machinery and equipment	30.31	35.30	39.18	38.23	40.22	39.97	2.42
Transport equipment	35.73	33.63	39.21	39.37	39.11	43.51	1.35
Other manufacturing	33.53	32.86	40.98	34.19	33.93	36.44	2.93
Electricity, gas and water	23.27	24.42	26.31	24.46	24.95	25.10	0.45
Construction	26.42	28.28	29.27	28.99	28.08	33.15	3.38
Wholesale trade	19.32	16.05	17.60	16.50	19.23	19.62	1.87
Retail trade	17.86	14.92	16.49	16.18	16.34	16.00	1.05
Transport and storage; Communication	31.21	31.58	33.26	29.83	33.04	35.13	1.75
Public administration and defence(b)	14.65	13.29	14.40	14.43	13.49	14.31	1.07
Community services	6.60	6.28	5.82	5.66	6.49	6.48	0.31
Other(c)	12.12	12.44	12.11	11.84	12.57	11.67	1.06
All industries	19.01	18.62	19.51	18.87	19.56	19.88	0.45

(a) Relates only to latest level estimate. See paragraphs 6 to 11 of the Explanatory Notes. (b) Excludes permanent defence forces. (c) Includes Finance, property and business services and Recreation, personal and other services.

EXPLANATORY NOTES

Scope of the survey

All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
 - (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
 - (c) employees in private households employing staff;
 - (d) employees of overseas embassies, consulates, etc.;
 - (e) employees based outside Australia;
 - (f) employees on workers' compensation who are not paid through the payroll.
2. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:
- (a) directors who are not paid a salary;
 - (b) proprietors/partners of unincorporated businesses;
 - (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.
3. All vacancies (as defined in paragraph 4 of the Glossary) for wage and salary earners are represented in the survey, except those:
- (a) in the Australian permanent defence forces;
 - (b) in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
 - (c) in private households employing staff;
 - (d) in overseas embassies, consulates, etc.;
 - (e) located outside Australia.

Survey design

4. A sample of approximately 3,800 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

Historical series

5. The series were introduced in November 1983 when they replaced the job vacancies and overtime series based principally on information from payroll tax returns. Estimates

contained in this publication are not strictly comparable with those obtained prior to November 1983.

Reliability of estimates

6. As the estimates in this publication are based on information relating to a sample of employers rather than a full enumeration, they are subject to sampling variability. That is, they may differ from the figures that would have been produced if the information had been obtained from all employers. This difference, called *sampling error*, should not be confused with inaccuracy that may occur because of imperfections in reporting by respondents or in processing by the ABS. Such inaccuracy is referred to as *non-sampling error* and may occur in any enumeration, whether it be a full count or sample. Efforts have been made to reduce non-sampling error by careful design of questionnaires, detailed checking of returns and quality control of processing.

7. The sampling error associated with any estimate can be estimated from the sample results. One measure of sampling error is given by the *standard error* which indicates the degree to which an estimate may vary from the value that would have been obtained from a full enumeration (the 'true' figure). There are about two chances in three that a sample estimate differs from the true value by less than one standard error, and about nineteen chances in twenty that the difference will be less than two standard errors.

8. An example of the use of a standard error is as follows. If the estimated number of job vacancies was 55,000 with a standard error of 3,000, then there would be about two chances in three that a full enumeration would have given a figure in the range 52,000 to 58,000 and about nineteen chances in twenty that it would be in the range 49,000 to 61,000.

9. An example of the use of a standard error for a quarterly change estimate is as follows. If the estimated standard error for a quarterly change estimate of job vacancies was 500 and the change between two quarters was 3,000, then there would be about two chances in three that a full enumeration would have given a quarterly change estimate in the range 2,500 to 3,500 and about nineteen chances in twenty that it would be in the range 2,000 to 4,000. The use of a standard error for an annual change estimate is analogous to the usage for quarterly change estimates.

10. Quarterly and annual movements in estimates of job vacancies and overtime are considered to be statistically significant where they exceed two standard errors.

11. Another measure of the sampling error is the relative standard error, which is obtained by expressing the standard error as a percentage of the estimate. Estimates with a relative standard error of 25 per cent or more, denoted with an asterisk in this publication, are subject to sampling variability generally considered to be too high for most practical purposes.

Industry classification

12. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0).

Seasonal factors

13. Job vacancy and overtime figures at different dates may be affected by seasonal influences. Published seasonally adjusted figures should be available in the November 1989 issue of this publication.

Related publications

14. Users may also wish to refer to the following publications which are available on request:

Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)

Job Vacancies, Australia (6231.0) — issued quarterly, discontinued August 1989

Overtime, Australia (6330.0) — issued quarterly, discontinued August 1989

The Labour Force, Australia (6203.0) — issued monthly

Average Weekly Earnings, States and Australia (6302.0) — issued quarterly

Employed Wage and Salary Earners, Australia (6248.0) — issued quarterly.

15. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Unpublished statistics

16. Unpublished job vacancies and overtime estimates are also available on request for any specified combination of the following categories:

- State or Territory
- Sector (public or private)

— Broad industry grouping (see Table 6).

It should be noted, however, that lower levels of disaggregation than that published may be subject to sampling variability considered too high for most practical purposes. Inquiries regarding data availability and associated charges should be made to the officer whose name appears in the *Phone Inquiries* section of the Inquiries box at the front of this publication.

Symbols and other usages

- nil or rounded to zero
- * subject to sampling variability too high for most practical purposes (see paragraph 11 of the Explanatory Notes)
- r revised since previous publications

17. Where figures have been rounded, discrepancies may occur between sums of the component items and totals.

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GLOSSARY

Average hours of overtime per employee is calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

2. *Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by the number of employees who were paid for overtime in the same group.

3. *Employees* refers to all wage and salary earners (as defined in paragraphs 1 and 2 of the Explanatory Notes) who received pay for any part of the reference period.

4. A *job vacancy* is a job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and the Northern Territory.

Excluded are vacancies:

- (a) of less than one day's duration;
- (b) to be filled by persons already hired, or by promotion or transfer of existing employees;
- (c) to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- (d) not available for immediate filling on the survey reference date;

(e) not available within the particular State or Territory to which the return relates;

(f) for work to be carried out under contract;

(g) for which no effort is being made to fill the position.

5. The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

6. *Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

7. *Overtime hours* represent the number of hours of overtime paid for. Respondents are instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 hours of overtime paid for at time and a half and 20 hours at double time would be counted as 120 hours, not 190.

8. *Reference date* for the survey is the third Friday of the middle month of the quarter. The reference date for the current survey is 18 August 1989.

9. *Reference period* for the survey refers to the last pay period ending on or before the reference date.

10. *Sector*. Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

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